

NOVEMBER PROGRAM MEETING

Leveraging the Challenges of Change

Presented by
Steve Gilliland, CSP
Steve Gilliland, Inc

Marriott Southern Hills

1902 East 71st Street

November 17, 2010

Program Meeting 11:15-1:00

Sponsored By:



~ IN THIS ISSUE ~

November Meeting	1
TAHRA Partners	2
President's Letter	3
Membership	4
December Learning Lab	5
TECHNO-TAHRA	5
Return On Inclusion	6
Metro TAHRA	7
Coming Attractions	8

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TAHRA NEWS

November 2010

NOVEMBER MEETING

Leveraging the Challenges of Change

Presented by: Steve Gilliland, CSP, Steve Gilliland, Inc



This program has been approved for 1.00 recertification credit hours toward General recertification through the Human Resource Certification Institute (HRCI). Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HRCI website at www.hrci.org. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

*The business world is a place of constant change, with stories of mergers, layoffs, bankruptcy and restructuring appearing in the news every day. No matter the scale, when these kinds of changes hit the workplace, the literal, situational shifts are often not as difficult for employees to work through as the psychological transitions that accompany them. Indeed, organizational changes affect people who are always expected to embrace a new situation and carry out the corresponding change. In this session, Steve Gilliland takes a unique look at how change influences people and in turn, how employees can impact an organization either positively or negatively. He reveals the keys to keeping upbeat morale and creating a purposeful mental outlook. This eye-opening program delivers strategies and tactics that are guaranteed to minimize the workplace disruptions and help everyone who hears it navigate through change. It's time to help people start **Leveraging the Challenges of Change**. All TAHRA members must attend this event!*

Steve Gilliland is one of the most in-demand and top rated speakers in North America. He has been working with meeting planners and speakers bureaus since 1999 to entertain, educate and inspire audiences all over the world. Recognized by his peers as a master storyteller and brilliant comedian, his appeal transcends barriers of age, culture and occupation. Steve's interactive and entertaining style helps audiences connect and relate as he shows them how to open doors to success in their careers, their relationships and their lives. He speaks to more than 250,000 people a year and has shared the platform with numerous dignitaries, including bestselling author Dr. Ken Blanchard, former Mayor of New York Rudolph Giuliani, University of Tennessee Women's Basketball Coach Pat Summit, Hall of Fame Quarterback of the Buffalo Bills Jim Kelly, comedian Howie Mandel and the creator of *Chicken Soup for the Soul*, Mark Victor Hansen.

Watch Steve a clip of Steve in action on our website under Events>Upcoming TAHRA Speakers.

Also, at the November Program Meeting, TAHRA will be recognizing the recipients of the 2010 TAHRA Scholarship Award and the Richard J. Messer Excellence in Human Resources Management Award. Come out and support our great future and current volunteer leaders!

Follow us on:





TAHRA PARTNER PROGRAM

Our corporate sponsors are a very critical element of TAHRA. The revenue gained from our sponsors and advertisers allows our organization to develop and present quality continuing education programs for our members, create opportunities for peer networking and enhance our overall contribution to the human resources profession.

TAHRA Partners

TAHRA is pleased to introduce this opportunity to partner with our many supporters and sponsors by providing greater access to our membership and recognizing those that are truly our "Partners" as demonstrated by their continued support of our association and the industry we represent.

Cost - \$500 annually

TAHRA Partner Benefits

All TAHRA Partners will have their corporate logos prominently displayed at each monthly luncheon. Additionally, they will also be recognized in a specific area of each monthly newsletter and the TAHRA chapter website. TAHRA averages 24 such events and exposures annually.

The best part of being a TAHRA Partner is the 15% discount off **all** sponsorship opportunities throughout the year, such as:

- Website Advertising (500+ members with access and TAHRA.org is open to the public)
- Website Vendor Directory, either Standard or Premium Listing
- E-Newsletter Advertising (500+ members with access)
- Program Sponsor (Average Attendance is 110)
- Annual Golf Tournament Sponsorship

Potential Average Savings - \$1,020 annually!

TAHRA Partner Registration

Partner Name: _____ Contact: _____
Phone: _____ Fax: _____ Email: _____
Mailing address: _____ City: _____
State: _____ Zip: _____ Send invoice to (check one): ☐ Fax ☐ Email ☐ Address _____

Return Registration to: Susan McGinnis, fax: (918) 369-5906 or email: susan@benex.org
or mail: Susan McGinnis, BenEx, 8516 E. 101st, Suite H, Tulsa, OK 74133.



Another season is upon us, TAHRA members. It is the time of year that people start thinking about and preparing for the holidays. TAHRA is also busy preparing for the new year. Renewals for the 2011 membership year are now available on our website. I hope that you find your membership an important asset to your HR profession and will renew your membership for 2011. All current memberships expire 12/31/2010, keep your membership active by renewing before the end of the year.

We have also been busy preparing a slate of outstanding individuals for the 2011 Board of Directors. You should have received an email asking you to vote on the slate approved by a nominating committee. I ask you to take a few minutes to review the slate and vote on the new Board Members. Some of the nominees are returning board members and some are new to the role, but all are committed to provide valuable time and resources to the membership of TAHRA. You can vote until November 15, 2010. I personally want to thank the 2010 Board of Directors for the dedicated service to TAHRA, we could not have had such a successful year without them. Volunteers are the heart of our organization and I sincerely want to thank each of you who volunteer on the board, on a committee or any other fashion that you volunteer for TAHRA. It is does not go unnoticed.

Speaking of volunteers, TAHRA has put together a very impressive calendar of events for the next few weeks. The annual TAHRA Employment Law and Practices Seminar took place on November 4 at the Renaissance Hotel. This is always a great event with an excellent turnout. The Legislative Committee has worked hard to bring top Attorneys to present timely and important topics to HR professionals and their employers. Following the Law Seminar, the Membership Committee organized a Networking Event for members at the Renaissance. I hope that you were able to attend these two great events. If you were not able to join us this year, you will want to make certain you attend next year.

The November Program Meeting has also been scheduled for November 17th at the Tulsa Marriott Southern Hills. The Program Committee has arranged to have nationally renowned SHRM approved speaker Steve Gilliland, CSP present "Leveraging the Challenges of Change" at this event. This is going to be an excellent motivational program that TAHRA members will not want to miss. We will also be presenting the 2010 Scholarship Award and the Richard J. Messer Excellence in Human Resource Management Award at this meeting. Register today to attend!

Last, but certainly not least, we will have our last Learning Lab of 2010 on December 2 at Tulsa Technology Center. The Education committee has scheduled "Steps Employers can Take to Reduce the Risk of Workplace Violence" presented by Vic Albert of Conner & Winters Law Firm in Oklahoma City.

Thank you in advance for renewing your TAHRA membership, voting on the 2011 slate and attending our upcoming events.



Bryan Wempen
2010 TAHRA President



MEMBERSHIP

Chris Cable, VP Membership

WELCOME NEW MEMBERS...

Kristen Greene Student

Lisa Johnson CommunityCare of Oklahoma

Mia Parker Williams

Katrina Crick Scott Lowery Law Office

Caryn Perrier Amon & Goumaz CPA's, PLLC

Susan Jones

ChrisWright Reliant

It is hard to believe that we are already in November and the end of 2010 is not far away. So, that means it is renewal time for 2011!! Our current membership base has grown to 523 members in 2010, and this positions TAHRA for a fabulous 2011. TAHRA continues to deliver strong value and opportunity to help grow H.R. professionals.

Brandon Burris with Glendening McKenna Prescott & Robertson have donated \$500.00 to our membership campaign, which will be awarded in the form of \$100.00 gift cards at monthly TAHRA meetings. Anyone that refers a qualified potential member will go into the next month's drawing. We encourage everyone to take advantage of this opportunity to refer and connect TAHRA with HR professionals not engaged with our group!

The winner of a \$100.00 gift card for October is **Annette Parker!** Our final winner for 2010 will be announced at the November meeting, so please refer HR professionals to join!



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DECEMBER LEARNING LAB

Patty Smith, VP Education

December 2nd ♦ 2-4pm ♦ TTC Career Services Center ♦ Lemley Campus



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Steps Employers Can Take To Reduce the Risk of Workplace Violence

Presented by Vic Albert, Conner & Winters, LLP

Recent headlines underscore the need for employers to be proactive in taking steps to reduce the risk of workplace violence. Join us on December 2nd as we discuss the issues that are common to all employers and methods that you can implement to reduce the risk of workplace violence.

Discussion topics will focus on steps you can take in the pre-employment process to reduce hiring employees with violence issues; employment policies on weapons, harassment and violence in the workplace; elimination of potential violence issues in the disciplinary action process; and post-termination steps employers can take to keep former employees from creating workplace violence problems.



Vic Albert is an attorney with the Conner & Winters, LLP law firm in Oklahoma City. His practice focuses on all aspects of trial law with particular experience in the areas of labor and employment trials. He has tried to a jury verdict over 50 cases in state and federal courts in Oklahoma. He has also developed an employer-based practice advising employers in policy development, training, hiring and firing, and investigation of employee complaints. He is a 1986 graduate from the Oklahoma City University School of Law, and a 1983 graduate from the University of Oklahoma with a degree in Business Management.

TECHNO-TAHRA: WEBSITE NEWS

Diem Lewis, Board Member At-Large / Website Chair



TAHRA is excited to announce we are expanding our communication with members via Facebook and LinkedIn! For those who are already part of TAHRA's LinkedIn group, you will see more opportunities to connect with and communicate with fellow members.

Look for more information on these new additions on the TAHRA website in the weeks to come!



RETURN ON INCLUSION

2010 Summit for Business Leaders

On October 6, about 125 business and community leaders from Northeast Oklahoma attended the 2010 ROI Summit. CEOs and top-level business leaders came together with their organizations most senior human resources professionals to explore strategies for investing in the attraction, retention and engagement of the diverse workforce of the 21st century. The panel consisted of the following inclusion leaders:

- Felicia Collins Correia, YWCA- CEO
- Alison Anthony, Williams- Dir, Diversity & Community Relations & President of the Williams Foundation
- Greg Hinton, US Cellular- Chief Diversity Strategist
- Risha Grant, Xposure Inc- President & CEO
- Tony Alonso, TCC- Dean, Diversity & Civic Engagement

Before the Summit, about 60 individuals attended the CEO Breakfast. Developed through a partnership of Oklahoma Center for Community and Justice, Tulsa Area Human Resources Association and the Tulsa Metro Chamber, the summit was organized to bring the CEO and the HR leader together, as the direct line to executing inclusion efforts in their organizations.

The ROI is sponsored by OSU – Tulsa, Williams, AEP Public Service Company of Oklahoma, ChooseTulsaJobs.com, Reliant, YWCA Tulsa, Hall Estill Attorneys at Law, and Oklahoma Center for Community and Justice.



Grover Hall introduces guests at breakfast.



Greg Hinton, US Cellular and Steve Malcolm, Williams present at CEO breakfast.



Panel offers insight to audience questions



Discussing diversity at breakout.



Participants listen intently at one of the breakout sessions at the Return on Inclusion Summit.



What's going on in Tulsa?

There's quite a bit of exciting work being done in Tulsa. The chamber is connected to several programs and community partners to help individuals and business get connected. I've listed a few programs and services that I found of interest...*plus they are free!*

TYPros

- NextGen Leadership has a new series for Leadership Education Development
- Presentations to incoming recruits to introduce Tulsa to young professionals
- D2 Series – Diversity Crew's programs to explore diversity issues in our community
- The Forge – business incubator dedicated to assisting young professionals with starting a business

Tulsa Chamber - Business Retention & Expansion Assistance

- Site Visits to Identify Potential Needs
- Quality Jobs Program
- Training for Industry
- Site Location
- Permits
- Incentives

Tulsa City-County Library

- Access to business information; Hoovers, Reference USA and D&B
- Job Lab Program & Services – assist individuals in transition
- Education Assistance – links to services and resources on attending college
- Skills Enhancement – online assessments for college prep, computer skills and foreign languages
- Social Media University – monthly programs to educate individuals and business about social media platforms

As I mentioned earlier, everything I've listed above comes without any out-of-pocket expense. These are resources ready and available in your community today.

Please feel free to contact me if you need to get connected with other service in the Tulsa region not listed above. If I don't know the answers I'm sure I can locate a resource for you. My contact information is (918) 560-0255 or denisereid@tulsachamber.com.



COMING ATTRACTIONS

NOVEMBER

November 17th – TAHRA PROGRAM MEETING – Leveraging the Challenge of Change
Steve Gilliland, CSP, Steve Gilliland, Inc – 11:15 a.m.-1 p.m.

DECEMBER

December 2nd – TAHRA LEARNING LAB – Steps Employers Can Take To Reduce the Risk of Workplace Violence – 2:00-4:00 p.m. –TTC Career Services Center, Lemley Campus

December 15th – TAHRA PROGRAM MEETING – Greasing-Up the Stuck Employee – Dr. Cal LeMon, President, Executive Enrichment – Tulsa Marriott Southern Hills – 11:15 a.m.-1 p.m.

JANUARY 2011

January 13th – Diversity Roundtable - Building a Culture – YWCA, 1910 S. Lewis Avenue – 8:30-10:30 a.m.
For more information on this event, contact Grover Hall at grover.hall@williams.com or call 918-855-4855.

January 19th – TAHRA PROGRAM MEETING – An Employee Retention Convention: Modern Strategies for Retaining Entry Level Employees – Kristine Sexter – Renaissance Hotel – 11:15 a.m.-1 p.m.

To view the
TAHRA Calendar
and
to register for
events visit
www.tahra.org.

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